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ABSTRACT

In 1990 the Americans with Disabilities Act (ADA) became law to ensure the full participation and equal opportunity of the disabled in the United States. Among its many requirements is the obligation on employers, including school districts, to provide those applicants and employees with disabilities who possess the requisite skill, education, experience, and other job-related requirements with reasonable accommodations to perform the essential functions of a position. What constitutes a reasonable accommodation in various circumstances has been the subject of many cases under both the ADA and its statutory predecessor, section 504 of the Rehabilitation Act. This publication contains a comprehensive list of case summaries on reasonable accommodation of disabled employees under both laws. It covers the applicable standards, burdens of proof, defenses, and types of accommodation and undue hardship and provides guidelines for school attorneys on the scope of school districts' accommodation responsibilities. A table of cases is included. (LMI)

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